

Equality, Diversity and Inclusion Forum

Imperial College London

1 February 2021 via Teams Minutes

Present:

Stephen Curry	SC	Chair, Assistant Provost (EDI) and Life Sciences
Deborah Adegoke	DA	BAME Officer
Jaclyn Bell	JB	Equality, Diversity & Outreach Public Engagement Computing
Emma Chapman	EC	Research Associate, Physics (1752 Group)
Benita Cox	BC	Faculty Senior Tutor, Business School
Liz Elvidge	LE	Head of Postdoc and Fellows Development
Richard Green	RG	Business School
Kani Kamara	KK	Head EDIC
Keir Logan	KL	LGBT+ Officer
Susan Littleson	SL	Deputy Director Organisational Development and Inclusion
Joel McConnell	JM	Co-chair, Imperial 600
Adrian Mannall	AM	Able at Imperial
Wayne Mitchell	WM	Imperial as One Co-chair
Lara Mistry	LM	Public Engagement Programme Manager
Maxine Myers	MM	Communications
Sunday O Popo-Ola	SOP	Research and Teaching Fellow, Civil and Environmental Eng
Susan Parker	SP	Unite Branch (joint) and Equalities Officer – Physics/Tech
Sara Rankin	SR	Medicine (Neurodiversity)
Mark Richards	MR	Senior Teaching Fellow, Dept of Physics
Shervin Sabeghi	SS	Imperial College Union Deputy President (Welfare)
Desmond Samuel	DS	Imperial as One Co-chair
Vahid Shahrezaei	VS	Diversity Champion, Mathematics and Fac of Nat Sciences
Andrew Tebbutt	AT	Director of Outreach
Caz Ulley	CU	Co-chair, Imperial 600
Andrew Willson	AW	College Chaplain
Jacalyn Murphy	JDM	(Minutes) EA to Assistant Provost (EDI)

Apologies:

Cedric John	CJ	Dept of Earth Sciences (Mental Health)
Dave Cosgrave	DC	Imperial UNISON (now left the College)
Debra Ogden	DO	Deputy Director of Student Services

	Agenda Item	Action
1.	Matters arising and Minutes of last meeting (Paper 1)	
	The Chair welcomed all. The minutes of the last meeting held on 12 October 2020 were agreed as correct.	

1.1	Executive Sponsors	
	KK commented Prof Nick Jennings is confirmed as the Executive Sponsor for I600. An announcement for Imperial as One will be forthcoming soon.	
1.2	Report and Support	
	<p>SL commented “Report and Support” the online tool for sexual harassment which also covers racial harassment, religious intolerance, hate crime and bullying went live for staff in October. It is not yet being widely advertised to students until all resources are in place and is fully user tested on the staff side. SS and BC asked if the process could be expedited for students which would also be helpful for support care staff.</p> <p>It was agreed to contact DO and HB for confirmation in writing of when the student side will be completed.</p>	SC
2.	Chair’s Report	
2.1	<p>Following the announcement of an independent investigation in December, the President is attending meetings in all departments to talk to staff. The Provost has convened a working group with the senior council on working together and to ensure all actions are followed up.</p> <p>https://www.imperial.ac.uk/news/210693/independent-investigation-recommendations-action-plan-next/</p> <p>A discussion followed on the investigation and the challenges. In reply to a question on the meaning of zero tolerance, the Chair commented that every incident will be reported and if that then calls for disciplinary action it will be taken.</p>	
2.2	<p>Women at Imperial week 8 – 12 March 2021 has a full schedule of events.</p> <p>https://www.imperial.ac.uk/equality/activities/women-at-imperial/</p>	
2.3	<p>The EDI Seed fund was very successful and received additional funding and was able to support many more applications.</p> <p>https://www.imperial.ac.uk/equality/activities/seed-fund/</p>	

3.	Race Equality Charter (Paper 2)	
	<p>In recognising the effects of COVID-19, Advance HE have extended the deadline of the Race Equality Charter (REC) submission date from 18 February until July. The draft action plan has had an initial discussion at Provost and President Board and will require Council approval.</p> <p>SC provided a presentation on a brief summary of the REC data, which has identified the low numbers of black students and other ethnic groups and areas that will be part of the action plan, including recruitment, progression, promotions and PRDP.</p> <p>A discussion followed and SP and MR commented the action plan needs to be very bold and that there is a generational view with a systemic approach.</p> <p>CU commented there is a lot of work to increase student recruitment and the prospectus has been revamped. SC added there has been a significant uptick in the number of black UG students admitted in 2020-21 (from ~5% to 6.8%) partly due to a change in admissions rules that were introduced.</p> <p>SOP commented in increasing student numbers it is important to also plan the support to retain students. WM commented there are positive steps where the College has recently signed up with Black British Professionals in STEM Alliance to actively advertise.</p> <p>SC welcomes any further comments on the REC application from members by email.</p>	
4.	Lara Mistry, Senior Public Engagement Programme Manager	
	<p>LM, Senior Public Engagement Programme Manager gave a presentation on the work of the team on public engagement, including increasing diversity across the programmes and collaborations with staff, facilitating discussions about the role of engagement within networks and aims to contribute to the Race Equality Charter. LM would like to embed that further and for Forum members to email with suggestions.</p> <p>SC commented LM is welcome to be a member of the EDI Forum, there are a number of members who are involved in engagement work and the presentation will be shared with the group.</p>	All
5.	Imperial 600/College Programme for LGBT History month in February (Joël McConnell/Caz Ulley) (Paper 3)	

	<p>JM commented recently at the Business Graduates Association Awards, Imperial College Business School won the best culture diversity and inclusion initiative award for the EDI module “working in diverse organisations”, with 200 students attending the course.</p> <p>JM gave an update on LGBT history month in February with many events planned with the first tomorrow which all are welcome to attend. The Events website has all of the Imperial 600 events including a talk by Amy Lamé who is part of the Mayor of London’s team and is speaking on why people choose London to work and study and the nightlife.</p> <p>https://www.imperial.ac.uk/equality/staff-networks/imperial-600/events/</p> <p>SC thanked JMcC and I600 for putting together an excellent programme.</p>	
5.	Any Other Business	
	SC proposed to have 90 minutes for future EDI Forums which was agreed and thanked everyone for their input and contributions.	JDM
6.	Date of next Meetings:	
	<p>10:00 – 11:30, 7 June</p> <p>10:00 – 11:30, 4 October</p>	